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## **LIST OF TOPICS**

### **1. BACKGROUND CONTEXT**

**Policymakers' view on the administrative need for remuneration statistics. Global trends and theories about human resource management relevant for international organisations and implications for remuneration statistics. Specific threats and opportunities for the international public sector, and for associated data. Turning the statistical tap on by anticipating user needs.**

The future of work. Evolving legal frameworks. Specific features of international civil service. What do remuneration systems aim to achieve. How different organisations manage decentralised human resources. What happens when political and statistical timelines diverge. The effectiveness and economy of international collaboration and cooperation. Is continuous experimentation acceptable when livelihoods are at stake.

### **2. MAIN CONTENT**

**Designing a quality framework for remuneration statistics. Comparing organisational approaches. Implementing best practices in remuneration statistics. Experimental statistics. How far have we come with remuneration statistics, and are we there yet?**

Quality criteria for official statistics. Base pay structures and relationships. Salary benchmarking for the international public sector (pay levels and pay evolution). Calculating spatial and temporal cost-of-living adjustments. Computation of short-term allowances. Organisation of staff household surveys. Data for specific components of total remuneration packages (eg. education; healthcare; accommodation; installation; expatriation; representation; hardship; assisted placement; tax treatment of households). Getting personnel systems to talk to one another. Job profile scoring. Identifying representative jobs. The tradeoff between current and deferred consumption. Gross-net conversion tools. Mechanisms to minimise pay volatility. Are bilateral comparisons sufficient. Why is equi-representativity important. Sampling techniques. Intelligent solutions for comparison-resistant items. Imputation techniques. Outlet sample selection. Techniques for encouraging survey participation. Privacy considerations.

### **3. CONCLUSIONS & NEXT STEPS**